

School Leader Update

A MONTHLY JOURNAL

IOWA STUDENTS TOP NATIONAL AVERAGE ON NAEP TESTS

lowa students in the fourth and eighth grades outperformed their peers on the National Assessment of Education Progress (NAEP) science test, according to a report released by the U.S. Department of Education. lowa was one of forty-seven states or jurisdictions which participated in the 2009 NAEP science tests.

lowa fourth grade students had an average score of 157 in science; the national average was 149. lowa eighth grade students had an average score of 156 in science; the average national score was 149.

In lowa, approximately 2,800 fourth grade students and 2,700 eighth grade students took the NAEP science test in 2009.



February 2011

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GREETINGS FROM DIRECTOR JASON GLASS

I am tremendously honored and excited to be able to serve as State Director of Education for lowa! I've already met so many tremendous educators and seen that lowans deeply care about their kids and their schools. So far in my career, I've been fortunate enough to work in

many roles and education systems. This is the sixth state I've had the chance to be involved with. I can tell you from that comparative viewpoint, lowa has so much existing capacity to do great things for kids.

While there is a long history of excellence in Iowa's public schools, and there are some of the brightest and most talented educators anywhere in the country here, we all know there are places we can get better and things on which we can improve. My term as State Director will be focused on two interrelated areas:



Jason Glass, Director

improvement and innovation. By improvement, I mean that we should confront the problems we know exist in our public education system and take the bold steps we need to get better.

Part of the reason change is so difficult is that we ask people to leave something they know, even if it is flawed, for a dream of something better. I know that working together with all of the incredible educators in this state, we can take that leap of faith together. By innovation, I mean that lowa will engage in a statewide effort to try innovative approaches in schools. Many of these innovations may be difficult and some may fail. Where improvement and innovation come together is in those places where we tolerate honest failure. But, we must always pair it with learning, with the will to adjust, and with the commitment to try again.

Continued on next page

Greetings from Director Jason Glass ... continued from page one

As I look at the tremendous opportunities we have in this state for transformative change, I also recognize that the state is still emerging from a very difficult period of economic contraction. The necessary steps to put our expenditures in line with our state and local revenues will not come without sacrifice and some degree of loss. As the state's single largest expenditure, education spending will necessarily be considered as part of this difficult correction. Every person working in the service of kids in our state will be affected by this is some way. Further, every educational organization will need to consider what its plan is for both handling a reduction in resources all the while relentlessly pushing to improve our schools. I have no illusions that this will be an easy task, but I do have incredible faith in our educators and communities to do the right thing for their children.

Looking ahead, we will emerge from this fiscal constraint, just as others before us have. We stand in the footsteps of generations of educators who have come before us. But, we cannot be satisfied with maintaining and managing the system of the past. We will be remembered for how we transformed this system to meet the needs of our students' future.

STATE BOARD ADVOCATES FOR EDUCATION

Members of the State Board of Education met with state legislators last week to discuss issues important to lowa schools,

teachers and students. In addition to talking about the legislative session, Board members and staff from the Department of Education had a chance to demonstrate features of EdInsight, the state's educational data warehouse.

For more information on legislative issues, click here.



Corey Anderson, student member of the State Board of Education, talks with Representative Kevin Koester of Ankeny.



State Board member Michael Knedler (left) talks with Representative Ron Jorgensen of Sioux City.



Director Jason Glass (left) and Rosie Hussey (center), president of the State Board of Education, talk with Senator Amanda Ragan of Mason City.

OMB Circular A-87 and State Fiscal Stabilization Funds

The lowa Department of Education continues to field questions about whether the provisions of OMB circular A-87 apply to the American Recovery and Reinvestment Act (ARRA) State Fiscal Stabilization Funding (SFSF). OMB A-87 requires, for any employee partially or fully paid using federal funds, detailed time reporting and biannual reporting of work functions related to each federal funding stream.

Per federal guidance to Grantees and Auditors (http://www2.ed.gov/programs/statestabilization/applicant.html), the provisions of OMB Circular A-87 do not apply to any funding under ARRA State Fiscal Stabilization Funding (SFSF). The guidance specifically says:

Because of the unique characteristics of this program as described above, while the specific requirements in the OMB Circulars that apply cost principles, such as OMB Circulars A-21 and A-87, do not apply to SFSF funds, expenditures attributed to the SFSF program must still be "reasonable and necessary," and consistent with applicable State and local requirements.

This exemption does not preclude using the funds in the appropriate manner. The DE will continue to monitor use of funds through the quarterly ARRA Section 1512 Reporting process, through the Certified Annual Report (CAR) expenditures, and through local single audit report finding. For questions, please contact Jeff Berger at 515-281-3968 or jeff.berger@iowa.gov.

Special Education Funds Guidance

The lowa Department of Education Bureau of Student and Family Support Services has prepared guidance materials about the law's requirements for use of special education funds. These materials explain the law's general principles and apply them to commonly asked questions about using special education funds. The documents are available online here. For more information, contact Steve Crew at 515-326-1029 or steve.crew@iowa.gov.

Financial Literacy Platform Now In 'I Have A Plan Iowa'

Iowa College Aid has partnered with EverFi, Inc., the industry leader in web-based financial literacy programs, to bring financial education to every high school in Iowa. The Iowa Financial Literacy Program is the latest enhancement to the statewide community web portal, www.ihaveAPlanlowa.gov.

The EverFi program is an award-winning 3D learning platform that teaches students over 600 core concepts of financial literacy. The six-hour, performance-based course is both interactive and engaging to students and aligns with the Iowa Core.

The program allows students to work at their own speed while teachers have the ability to track their progress on an individual basis. The curriculum, which is best suited for students in the 11th or 12th grade, is a great capstone for a comprehensive K-12 program in financial literacy as outlined in the essential concepts and skills in the lowa Core. Although participation is voluntary, lowa College Aid invites every high school in the state to take full advantage of this resource in your school.

Iowa College Aid and EverFi will be hosting four training webinars to demonstrate how teachers can begin using the Iowa Financial Literacy Program in the classroom. To register, please click here. For more information, contact Iowa College Aid at 877-272-4456.

Iowa Teaching Standards and Criteria

The Iowa State Education Association (ISEA) has updated and revised *A Framework for Understanding the Iowa Teaching Standards and Criteria*, November 2010, 2nd edition.

Designed as a tool for professional growth and self-assessment (based upon the lowa teaching standards and criteria as required by lowa law), the ISEA has updated this edition with the changes made since the original laws and rules were passed. Initially, ISEA worked closely with internationally known author and educator, Charlotte Danielson to link her widely acclaimed *Framework for Teaching* with the lowa Teaching Standards and Criteria.

The cost of the book is \$27.50. ISEA members receive a \$20 discount. The ISEA website will be updated soon to reflect availability of the new book. The ISEA website address is www.isea.org. For more information, contact Kathy Bosovich at ISEA at 515-471-8000 or kbosovich@isea.org, or Mary Beth Schroeder Fracek at the Iowa Department of Education at 515-281-3160 or marybeth.schroederfracek@iowa.gov.

Iowa Teacher of the Year Nominations

The lowa Teacher of the Year Award was established in 1958 and is sponsored by the lowa Department of Education through an appropriation from the lowa General Assembly. The award provides an opportunity to recognize an lowa teacher who motivates, challenges, and inspires excellence; who is respected by students and peers; who is a dedicated professional that helps nurture hidden talents and abilities; who is a creative, caring individual; who takes teaching beyond textbooks and blackboards; and who is an exceptional teacher helping to redefine American education.

The nomination form is available here. April 1, 2011, is the deadline to nominate outstanding teachers for the lowa Teacher of the Year Award. For additional information, Contact Deborah Humpal at 515-822-3472 or deborah.humpal@iowa.gov.

Teach Iowa Website Aids Hiring

The economic climate facing Iowa's schools may leave school leaders searching for less costly ways of doing business. As the hiring season arrives, please be reminded of a cost free venue for posting open positions in your district or agency.

Teach lowa (www.iowaeducationjobs.com) is a website provided free of charge by the lowa Department of Education for lowa schools and educational agencies. It is designed to connect potential teacher candidates with positions that become available in your organization. The website provides multiple ways to categorize job postings in an effort to attract the most qualified candidates.

A brief job description and detailed contact information is

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Job Fairs

Online Resources

Litensure

Lite

required for each posting to enable candidates to apply for positions that are available. Qualified candidates can send requested application materials directly to the contact information that is provided or they may post their resume on the site and identify categories of interest.

If you have a particular recruiting need, you have the option of searching the site for available candidates interested in pursuing an educational career in lowa schools or agencies. Visit the Teach lowa website today at www.iowaeducationjobs.com to support your teacher recruitment needs! During the month of April, 2010 there were more than 16,000 hits per day on the Teach lowa website. Maybe someone was searching for a position with you. For questions about the site, please contact Julie Carmer at 515-281-7144, or julie.carmer@iowaegov.

Paraeducator Recognition in February

School districts and other educational agencies are encouraged to recognize the contributions of paraeducators during the month of February in observance of Paraeducator Recognition Month. The original proclamation recognizing paraeducators was issued by lowa's governor in 2006, and in 2008 the proclamation was extended and expanded to be observed throughout the entire month of February.

According to the Iowa Department of Education 2010 *Condition of Education Report*, some 10,348 paraeducators ("instructional aides") were employed in Iowa public schools in the 2009-2010 school year. That number, reported in full-time equivalencies (FTEs), reflects an increase of 63 percent over the 6,341 FTEs reported by public schools in the 1997-98 school year.

The smallest enrollment category within the state saw the largest increase in the number of FTEs in instructional aides. School districts with an enrollment of less than 300 students saw an 8.3 percent increase in the number of aides from the 2008-2009 to the 2009-2010 school year.

A resource designed to assist schools in implementing effective paraeducator practices can be found at here. Entitled Guide to Effective Paraeducator Practices, Edition II the document can be reproduced in unlimited numbers. For more information, contact Marietta Rives at 515-281-6038, or marietta.rives@iowa.gov.

Iowa Department of Human Rights Support for Educators

As educators look for opportunities to integrate diverse cultural experiences into their classrooms, the lowa Department of Human Rights (DHR) may be able to help. DHR is an umbrella agency that encourages citizen participation to fight discrimination and to prevent hate crimes in lowa.

Consider contacting any of the agencies listed below for information about resources to help students learn about different cultures within lowa. By using the agencies that make up the lowa Department of Human Rights, you can be sure that you are getting accurate information and reliable representatives from the various cultures.

DHR Divisions include the Division on the Status of African Americans, Commission on the Status of Asian & Pacific Islanders, Division of Latino Affairs, Division of Persons with Disabilities, Division on the Status of Women, Division of Deaf Services, Division of Community Action Agencies, Division of Criminal and Juvenile Justice Planning, Division of Native American Affairs. For more information, go to http://www.humanrights.iowa.gov/index.html.

Vision Cards for Kindergarten, Preschool Students

In accordance with the Student Vision Card Act of 2008, it is required that a Student Vision Card be placed in all kindergarten and preschool packets. The Card states, "As part of your back-to-school preparations, it is recommended that you take your child and this Card to your family eye doctor for a complete eye health examination".

While it is not required for a child to receive a comprehensive exam, it is an important step in educating parents on the importance of eye health as it relates to a child's ability to learn.

The Iowa Optometric Association sent out over 170,000 cards to all schools and preschools approximately two weeks ago so you should have a supply. If you didn't receive a supply of cards or need more, you can email them at garye@iowaoptometry.org or call the Association office at (515) 222-5679 or (800) 444-1772.



Data & Reporting

Transfer in Iowa Web Portal Assists Students with Transfers

lowa's Regent universities and community colleges have joined to create a web site dedicated to assisting students with the transfer process. The site — www.transferiniowa.org — serves as a one-stop resource for students planning their future.

Each year, thousands of students transfer from lowa community colleges to one of the state's three public universities.

Transferring from one college to the next can be a big step, but need not be complicated. The website contains resources help-

ful in educational planning as well as information for students to discuss with their counselor or advisor.

The number one question for transfer students is how will their credits transfer. Students can learn about how their community college courses transfer to each of the three state public universities by following the links on the website. The website also contains resources explaining statewide articulation agreements and individual program-to-program articulation agreements by community college. These resources are useful for students planning to transfer as well as counselors and advisors. In addition to online resources, it's always a good idea for students to discuss their plans with both a community college and university counselor or adviser. Contact information for the office or person responsible for transfer and articulation at each

School districts should communicate information about the articulation website to all elementary and secondary school students interested in or potentially interested in attending a community college or Regent university.

Iowa Medicaid Portal

postsecondary institution is available on the site.

All communications from Iowa Medicaid Enterprise to Iowa's local education agencies (LEAs) and area education agencies (AEAs) are now available *only* at the Iowa Medicaid Portal. The final Information Letter issued by mail was in December 2010. The Iowa Medicaid Portal Access (IMPA) is the only source for all Information Letters, Remittance Advice Statements, and Invoices of the State Share Amounts due to be paid.

Invoices for the state share of January and February claims payments will not be available until March. American Recovery and Reinvestment Act (ARRA) enhanced Federal Medicaid Assistance Percentages (FMAP) rates are based on a state's unemployment rate from the previous quarter, so new rates will not be set until March 2011.

To get Information Letters, your agency's Remittance Advice and Invoice statements, register for IMPA at https://secureapp.dhs.state.ia.us/impa/(S(db15c3yoplwz55mya0ovex55))/Default.aspx

If you have not yet done so, please read "12/10/2010: Date Span Guidance from the Department of Education" at http://www.ime.state.ia.us/Providers/index.html

The goal of the lowa Department of Education Bureau of Student and Family Support Services to eliminate achievement gaps for students with disabilities by 2020 is assisted by Medicaid reimbursement for Individualized Education Program (IEP) services. For more information, contact Jim Donoghue, Medicaid consultant at 515-281-8505 or im.donoghue@iowa.gov.

Interstate Compact on Educational Opportunity for Military Children

lowa is the 14th state to join the Interstate Compact on Education Opportunity for Military Children, aimed at addressing perceived inequities facing school children of military parents when they are required to relocate across state lines. The Compact allows the laws of the "sending" state to apply to transferring students from military families in the school of the "receiving" state for such policies as graduation requirements, advanced placement, and age of student enrollment.

You can learn more about the Interstate Compact here.

Student Health and Nutrition

Summer Food Service Program

In the eyes of a child, it's never too early to think about summer! Summer is an exciting time for children to enjoy time with friends, a week at camp, a family vacation, or time at the pool. But for many children lunch can be a problem. Maybe their parents both work or maybe food money is tight. Just as learning does not end when school lets out, neither does a child's need for good nutrition.

The Summer Food Service Program (SFSP) provides nutritious meals and snacks to children during the summer months. There are many summer food service program serving sites across the state of lowa during the summer months, however the program is still vastly under-utilized. Approximately 180,000 lowa children are eligible for free and reduced price meals (based on 2009-10 data). However, only about 12,000 lowa children participated in the SFSP in 2010. That's just 7% of those that are in need.

What can you do? Determine if there are any summer feedings sites in your community. If there are not any feeding sites, explore the possibilities of your district participating in the summer food service program. If there are feeding sites in your community, promote participation and get involved with the program! An informational webinar on the Summer Food Service Program will be held on Thursday, February 10, 2011, from 2:00-3:30pm. Please join us to learn more about the program and what is involved in becoming a Summer Food Service Program sponsor. To register for the webinar or more information, contact Carrie Scheidel at 515-281-4760 or carrie.scheidel@iowa.gov.

Child Nutrition Program Changes

How do we learn about the latest on Child Nutrition Reauthorization, Procurement, and the recently-released proposed rule on the new menu planning system? The lowa Department of Education (DE) Bureau of Nutrition, Health, and Transportation, in conjunction with School Nutrition Association lowa are co-sponsoring the 3rd Annual Director's Meeting on February 25, 2011, from 9:00 a.m. – 2:30 p.m., at the Johnston High School. Agenda topics include:

- New Meal Patterns for Menu Planning

 a panel representing the DE and Directors will discuss how they see things will
 change, how they plan to tackle the changes, and what do we need clarified?
- Procurement How do I use this checklist (click here) and what responsibilities does the district have?
- Child Nutrition Reauthorization What is in the Healthy, Hunger-Free Kids Act of 2010? Get a summary and the latest guidance available.
- Doing More with Less Ideas on how to stretch our food dollars!
 For questions, contact Ann Feilmann at 515-281-4757 or ann.feilmann@iowa.gov, or snaiowa@msn.com. Registration forms can be downloaded from the SNAI website at www.snaiowa.org.

iowa**future**

IOWA FUTURE IS ONLINE

Several lowa education groups have joined together to help lowans understand the importance of preparing students for tomorrow's global market. Through this understanding, it is hoped that lowans will fully support the efforts of educators who are helping to shape the next workforce. The lowa Future website is an effort to explain the need for educational innovation and provide videos, discussion guides, presentation templates, testimonials, links to other great resources and more. Check it out at www.iowafuture.org.

Early Childhood Preschool Programs

EASIER Reporting of Program Standards for Preschool Children on an Individual Education Program (IEP)

Districts report early childhood data in Electronic Access System for Iowa Education Records (EASIER) each fall and spring. For each preschool student, including those on an instructional Individualized Education Program (IEP), districts are required to report the program standard being implemented in the preschool classroom.

Several districts did not include the program standard for preschool students on an instructional IEP last fall. Districts are reminded to report whether the student on an IEP is in a classroom implementing the Iowa Quality Preschool Program Standards, Head Start, or the National Association for the Education of Young Children (NAEYC). All early childhood special education services are required to meet one of the aforementioned program standards so "other" or "NA" is not an appropriate response in this case.

Kindergarten Literacy Assessment Results

More kindergarteners with a Statewide Voluntary Preschool Program (SWVPP) experience were proficient in the Dynamic Indicators of Basic Early Literacy Skills (DIBELS) than the kindergarteners without this experience.

Of the kindergarteners who took the DIBELS assessment the fall of 2010 and attended the Statewide Voluntary Preschool Program for Four-Year-Old Children the previous year, *65 percent were proficient* versus 57 percent proficient who had not attended the Preschool Program.

The effectiveness of the SWVPP was greater for children in poverty. Fifty-six percent of the children in poverty who had attended the SWVPP were proficient versus 46 percent of the children in poverty that had no preschool program.

Annual DIBELS data allows for both long-term evaluation of the program as well as an understanding of student success for SWVPP participants.

Statewide Voluntary Preschool Program Data Reporting

Statewide Voluntary Preschool Program (SWVPP) districts are required to submit annual information to the lowa Department of Education (DE). Chapter 16 states "Failure to submit an annual report by the date specified therein shall result in suspension of financial payments to the applicant until such time as the report is received by the department [IAC 16.13(2)]."

As a component of the annual report, SWVPP districts are required to update the Early Childhood Application on the DE Secure Reporting Site or EdInfo each year. Guidance about reporting can be found on the Department Early Childhood SWVPP website (see Data Reporting Requirements webinar and script). Districts must update data, which addresses the requirements of Chapter 16, for the following:

- SWVPP
- Early Childhood Special Education (ECSE) classrooms
- Early childhood sites serving a child on an IEP (such as child care or community preschool).
 It is critical that district administration ensure that this information has been updated for 2010-2011, as soon as possible.

Statewide Voluntary Preschool Program Website

The Iowa Department of Education Bureau of Early Childhood Services updates the Statewide Voluntary Preschool Program (SWVPP) website on a frequent basis. Please refer to the website for a new SWVPP Fact Sheet and updated information by visiting here. For more information, please contact Judy Russell (515-281-4705 or judy.russell@iowa.gov) or Penny Milburn (515-281-7844 or penny.milburn@iowa.gov).



Legal Lessons

The contact for all Legal Lessons items is Carol Greta (carol.greta@iowa.gov or 515-281-8661).

Dress Code Appeal Decision

At its January 27, 2011 meeting, the State Board of Education decided that a uniform dress code policy (a policy that tells students what they must wear to school as opposed to "what not to wear") exceeded the statutory authority provided to public school boards in Iowa Code section 279.58. A PDF copy of the decision can be downloaded here.

Section 279.58 states that "the board of directors of a school district may adopt, for the district or for an individual school within the district, a dress code policy that prohibits students from wearing gang-related or other specific apparel if the board determines that the policy is necessary for the health, safety, or positive educational environment of students and staff in the school environment or for the appropriate discipline and operation of the school." In other words, the Legislature only allows public school boards to tell students what not to wear.

The decision is clear that the State Board of Education is not saying that school uniforms are a bad idea. The decision states only that the Legislature deliberately gave limited authority to school boards regarding dress codes. Neither local school boards nor the State Board of Education can expand section 279.58. That's up to the Legislature.

School and Guns

The amendments to Iowa's gun law enacted last year in Senate File 2379 changed NOTHING regarding the prohibitions in Iowa Code against carrying firearms on school grounds. The federal and state gun-free school laws prohibit students from bringing a firearm to school or knowingly possessing a firearm at school. Students who violate the gun-free school laws face expulsion.

State criminal law also makes it a Class D Felony for any person to carry or possess a firearm on school grounds with limited exceptions for the following:

- Law enforcement officers when required to carry
- Military when carrying the firearm is part of the person's current duty
- A person who for any lawful purpose carries an unloaded firearm inside a closed and fastened container that is too large
 to be concealed on the person or inside a cargo or luggage compartment of a vehicle and the firearm is not readily accessible to any person
- A person specifically authorized by the school to do so, including for purposes of conducting an instructional program on firearm safety

Again, none of the above laws were changed. SF 2379 enacted a uniform process by which county sheriffs issue permits to carry firearms. *Permit holders still have to comply with the laws that prohibit firearms on school grounds.*

NEW "Blue Book" for Level One Investigators

Please make all Level One investigators aware that the Chapter 102 Manual regarding Investigations of Allegations of Abuse of Students by School Staff has been updated and is available online by clicking here.

Like Gaul, the new Handbook is divided into three parts. (Any recovering Latin scholars out there?) Part A addresses child abuse that must be reported to Department of Human Services (DHS). Part B deals with allegations of abuse of students (physical or sexual) by school employees.

NEW to the Manual is Part C, which is meant to be copied and given to any Level Two investigator when a Level

Legal Lessons continued

Two is needed. Just a reminder that Level One investigator training is the first Monday of each October. Level One investigators must be trained when first appointed as Level One investigators and every five (5) years thereafter.

Action on Administrative Rules

At its January 27, 2011 meeting, the State Board of Education voted to *give public notice* of its intent to amend the following chapters of administrative rules:

• 36, Interscholastic Athletics

Rescinds the religious exemption to the requirement that a student have a physical examination as a prerequisite to participation in interscholastic sports. The DE has found no basis for the exemption. None of the leaders of various religious groups in lowa object to the removal of the exemption.

43, Pupil Transportation

The rule removes the requirement that new school bus drivers take the annual training in the year in which they must receive the training that is specific to new drivers, unless the employing district requires both trainings.

81, School Business Officer Preparation Program Approval

As explained in last month's School Leader Update, these new rules provide guidelines by which school business official preparation programs are to be evaluated for approval by the State Board of Education.

96.Sales Tax for School Infrastructure

The proposed rule conforms to comply with GASB 54 of Generally Accepted Accounting Principles

Also at its January 27, 2011 meeting, the State Board of Education *adopted* amendments to the following chapters of administrative rules:

• 41, Special Education

The term "mental disability" is replaced with "intellectual disability."

The term "preappeal conference" is deleted and replaced with "mediation conference."

102, Investigating Allegations of Abuse of Students by School Staff

Clarifies that each school must annually publish either the name or position of its Level One investigator Requires a complaint to be witnessed only if the complaint is signed by a minor

103, Corporal Punishment and Physical Restraint

Any allegation made under this chapter that also falls under chapter 102 (allegations of abuse of a student by a school staff member or volunteer) must also be investigated by the Level One investigator

The summaries above are not intended to be exhaustive. Full information may be found on the DE's Website here.

Applications for Student Member of State Board of Education

Applications for the nonvoting student member to the State Board of Education are due February 4, 2011. The application and all required supporting documents can be found online by clicking here.

FOLLOW THE DE

In addition to the Department of Education web site, you can connect with the DE at several online outlets:

TWITTER

www.twitter.com/IADeptofEd

STATE BOARD BLOG

iaeducation.wordpress.com

FLICKR

www.flickr.com/photos/iadeptofeducation

FACEBOOK

www.facebook.com/IADeptofEd

Calendar

Dropout Prevention Program—last day to resubmit an unapproved application

Whole Grade Sharing Agreement
 – last day for board to sign

February 10 • AEA Proposed Budgets Due

February 14 • SBRC Hearing Request

February 18 • Whole Grade Sharing Count Date for 2nd Semester Tuition

February 21 • SBRC Exhibits Due

Click here for a complete lowa Department of Education Calendar

It is the policy of the lowa Department of Education not to discriminate on the basis of race, creed, color, sex, sexual orientation, gender identity, national origin, gender, disability, religion, age, political party affiliation, or actual or potential parental, family or marital status in its programs, activities, or employment practices as required by the lowa Code sections 216.9 and 256.10(2), Titles VI and VII of the Civil Rights Act of 1964 (42 U.S.C. § 2000d and 2000e), the Equal Pay Act of 1973 (29 U.S.C. § 206, et seq.), Title IX (Educational Amendments, 20 U.S.C. § 1681 – 1688), Section 504 (Rehabilitation Act of 1973, 29 U.S.C. § 794), and the Americans with Disabilities Act (42 U.S.C. § 12101, et seq.). If you have questions or grievances related to compliance with this policy by the lowa Department of Education, Grimes State Office Building, Des Moines, IA 50319-0146, telephone number 515/281-5295; or the Director of the Office for Civil Rights, U.S. Department of Education, Citigroup Center, 500 W. Madison Street, Suite 1475, Chicago, IL 60661, telephone number 312-730-1560, fax 312/730-1576, e-mail: OCR.Chicago@ed.gov



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